

To: Robert Poth, Area 3 Superintendent  
Fr: Jeffrey Mills and Dr. Elizabeth Chiles, Assistant Principals, John Hopkins Middle  
Re: Hostile Work Environment at JHMS Created By Dr. Dallas Jackson

May 11, 2018

Mr. Poth:

This memorandum includes notes from Dr. Chiles and Mr. Mills regarding the hostile work environment that has been created by Dr. Dallas Jackson, Principal at John Hopkins Middle School since his appointment in May 2017. The timeline and list of staff to interview are included below

#### May 2017

In an open meeting with classified staff, guidance counselors, and the admin., Dr. Jackson removed Mr. Francois as APC. After an intense argument, in front of admin. and other staff, Jackson directed Mr. Francois not to touch the master schedule and that he would find someone to do what he could not do.

During a meeting with all clerical staff, Dr. Jackson told them he has camera access and is watching what everyone is doing. He stated that he would terminate anyone he saw not performing their duties

#### June 2017

Mr. Mills' Flex vacation days were approved by then sitting principal Brown. Dr. Jackson insisted that Mills did not earn these days and that any attempt to use them constitutes fraud on the part of Mr. Mills.

#### August 2017

Dr. Jackson moved the magnet secretary to the front office reception area and closed the magnet office completely without communicating to anyone, including the Magnet Coordinator, Mr. Mills

Dr. Jackson gave a directive to all 3 AP's after a contentious meeting with Dr. Hinds that we were not to have any meeting with district staff for any reason. Hinds and Jackson were screaming at each other during this meeting

Dr. Jackson removed Mills from Reading and ELA and assigned Dr. Potts with no communication or reason

Dr. Jackson brought all three AP's in the conference room on August 22 and threatened all three of us with Coaching Memos for not following his directive to complete a room to room head count. We completed the head count as directed prior to this abusive and unwarranted conversation.

Dr. Jackson refused to meet the IB Coordinator, Ayesha Garner. A meeting was scheduled and cancelled and never rescheduled. Garner resigned on FMLA Leave in October due to health concerns from her doctor about the hostile work environment being created by Dr. Jackson.

#### October 2017

ISM Visit – Contentious meeting with Dr. Hinds again. Verbal altercation. Mills was handling discipline issues on campus and was questioned why he was not on the ISM visit.

Dr. Jackson did not attend the largest event of the fall semester, the Fringe Festival. Boosters who were setting up for the event were told by Jackson that they were holding an illegal event. He told the magnet secretary, Mrs. Lloyd that it was her fault he did not know about the event. Dr. Jackson often brags openly about not keeping any kind of personal or professional calendars because he does not want anything traced due to his military background.

Dr. Jackson held meetings with Dr. Potts and Dr. Chiles to give corrective action to Dr. Potts with a witness present. He subsequently placed Dr. Potts on a Success Plan after she provided information to the district regarding the possibility of a hostile work environment situation. This complaint was then forwarded to OSHA under the whistleblower clause and further investigated by the EEOC.

## October 2017 – Continued

Dr. Jackson was directed by AS Poth to attend all magnet functions, meet the magnet booster board, and that Mr. Mills will communicate any missed events to the area office. This directive was prompted due to Jackson's non-attendance at any magnet events from August through October.

Mr. Mills completed a doctor visit for concerns over high blood pressure. His blood pressure medication was increased and his doctor advised him to make significant lifestyle changes including exiting his current position due to the stress that was being caused by his immediate supervisor, Dr. Jackson.

## November 2017

3<sup>rd</sup> - Dr. Jackson sent Mills a meeting notice with the intention of putting him on a Success Plan and cancelled and rescheduled the meeting four times. Mills communicated to Mr. Poth that this was a possibility, knowing that he had done the same thing with Dr. Potts. The Success Plan was never presented to Mr. Mills.

10<sup>th</sup> – Mills left campus at 2:00 PM to set up for the Magnet Info Fair. Mills directed not to leave campus without permission from Jackson. Jackson knew exactly where Mills was going and for what purpose.

## December 2017

Magnet program review was conducted by district staff. The aforementioned concerns shared in this memo were shared with the committee of Dr. Hinds, Ms. Truskowski, Ms. Reynolds, Ms. Vigue, and Ms. Castleman. Concerns were also shared with the District Executive Leadership team including Dr. Corbitt, however, Dr. Grego was absent to hear Ms. Truskowski's report.

Teacher leaders were selected to conduct a re-boot in January. Each of these teachers became targets of Dr. Jackson after the district withdrew support of the re-boot process for unknown reasons.

## January 2018

Dr. Jackson refused to sign Mr. Mills' level 2 application or meet with him regarding the application until two weeks after the deadline had passed. Barry Brown offered to endorse Mr. Mills for level 2 selection, as did Anthony Francois. Two sitting principals support Mr. Mills' candidacy for the principalship yet Dr. Jackson used his position to retaliate against Mr. Mills for providing concrete information to district staff about Dr. Jackson's clear methods of threats, intimidation, and retaliation.

Dr. Jackson refused to give tickets to the TOY recognition celebration event to Ms. Lynch the TOY who was also on the reboot team of teachers. A clear action of retaliation.

24<sup>th</sup> – Dr. Jackson attempted to prevent Mills from leaving campus to go to the district administration building to conduct Classroom Management Training as the sole presenter on that date. Mills had to leave at 4:15 PM, after contract hours and was late to the training.

25<sup>th</sup> – Dr. Jackson terminated Daniel Johnson, the dance adjunct without communication to his direct supervisor, Mr. Mills. This employee was terminated without cause and has a clear case of legal action against Dr. Jackson.

## March 2018

2<sup>nd</sup> – Jackson denied Mills' request to attend the Choral Music Performance Assessment in Clearwater due to a meeting called for that day and time of the performance with no prior notice. This MPA is part of Mr. Butts' formal evaluation and he did not get the opportunity to demonstrate his innovating qualities due to Dr. Jackson restricting Mr. Mills to the campus.

April 2018

Dr. Jackson has had several verbal altercations with Dr. Chiles both in open meetings and in private. One such verbal outburst was heard by Mills and other staff where Dr. Jackson directed Dr. Chiles to suspend a student without cause and Dr. Chiles refused, as per district policy. Their relationship has deteriorated significantly during the month of April and May, as observed by many members of the staff.

Staff Members to Interview

Stan Butts, Chorus Teacher  
Andrida Hosey, Drama Teacher  
Kim Fiordimondo, Dance Teacher, Dept. Chair  
Claire Lynch, Social Studies Teacher, Dept. Chair  
Leander Lester, Social Studies Teacher  
Kristina Parsons, Math Teacher  
Sofia Forte, P.E. Teacher  
Betty Jo Soto, ELA Teacher  
Vincent Titara, Vocal Adjunct Instructor  
Chirrod Williams, Campus Monitor, Head Basketball Coach  
Cynthia Lloyd, Magnet Secretary/7<sup>th</sup> Grade Office Manager

Daniel Johnson, Former Dance Adjunct Instructor  
Anthony Francois, Principal – Morgan Fitzgerald Middle School  
Ebony Potts, Former Assistant Principal, JHMS

Respectfully Submitted,



Jeffrey R. Mills  
Assistant Principal/Magnet Coordinator

Dr. Elizabeth Chiles  
Assistant Principal for Curriculum